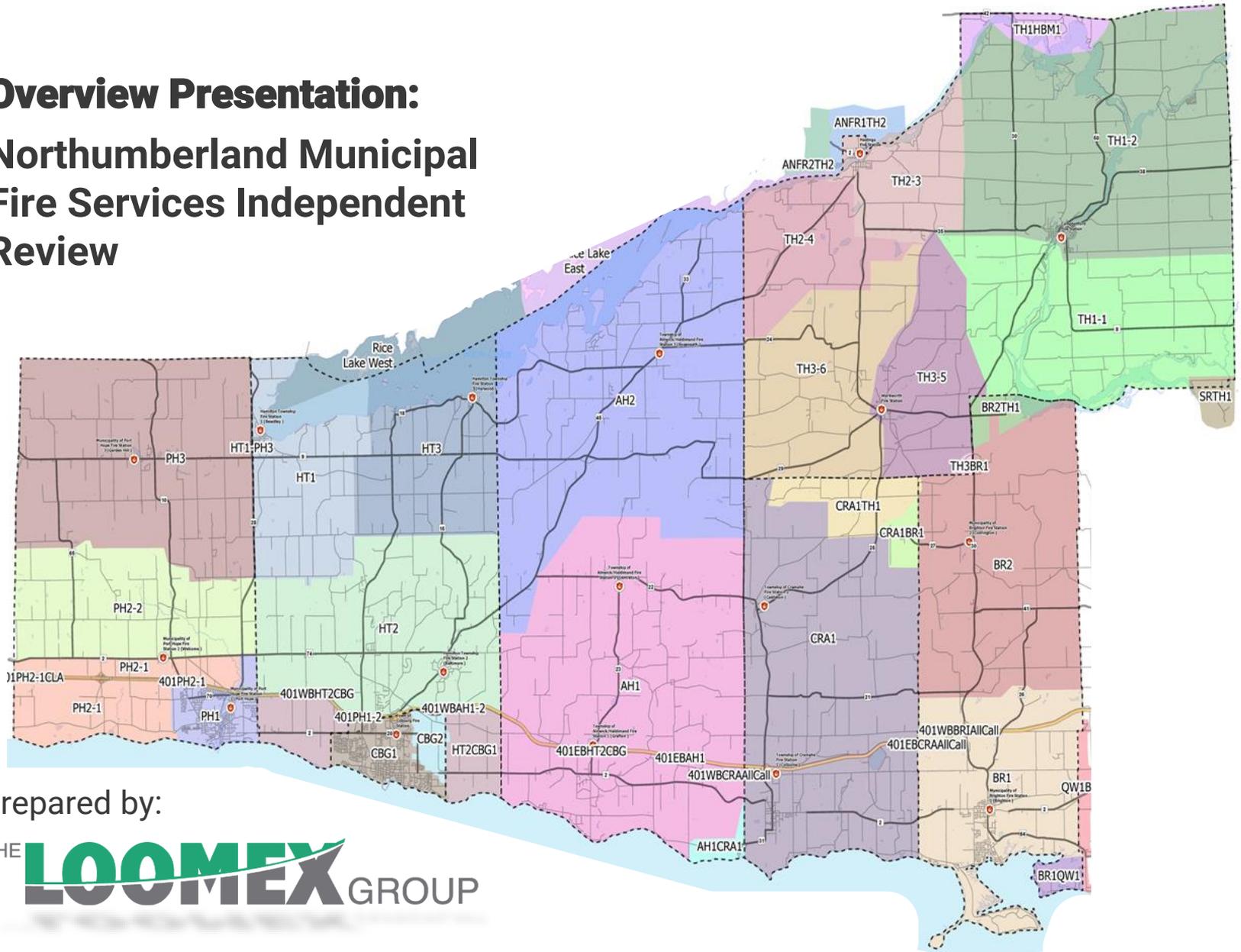


Overview Presentation: Northumberland Municipal Fire Services Independent Review



Prepared by:

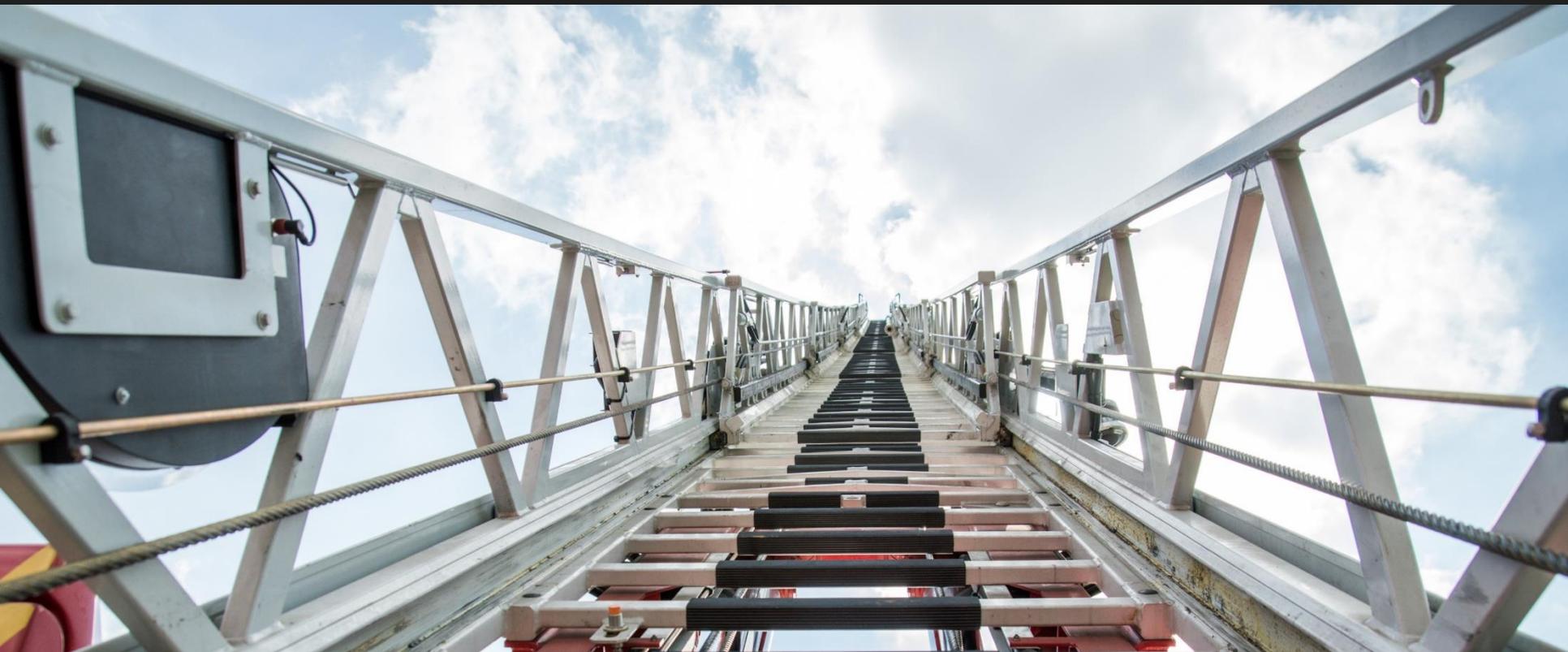
THE **LOOMEX** GROUP

Scope

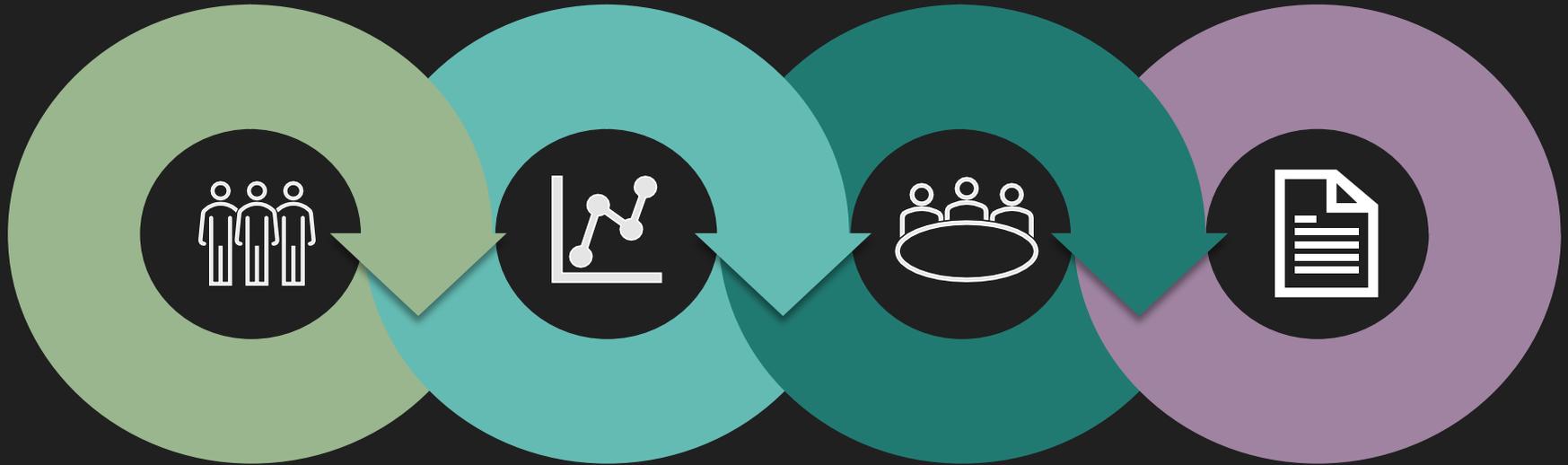


The Steering Committee commissioned The Loomex Group to:

- analyze and summarize all Fire Services and programs provided by the Departments
- examine each Department's core functions
- identify opportunities to work together through partnerships and shared services.



Approach & Methodology



Experienced Team

Experienced Team with relevant expertise in managing Fire Services

Data Review

Comprehensive review of Legislations, Bylaws, Agreements, Structures, Procurement, Coverage Areas, Prevention & Training

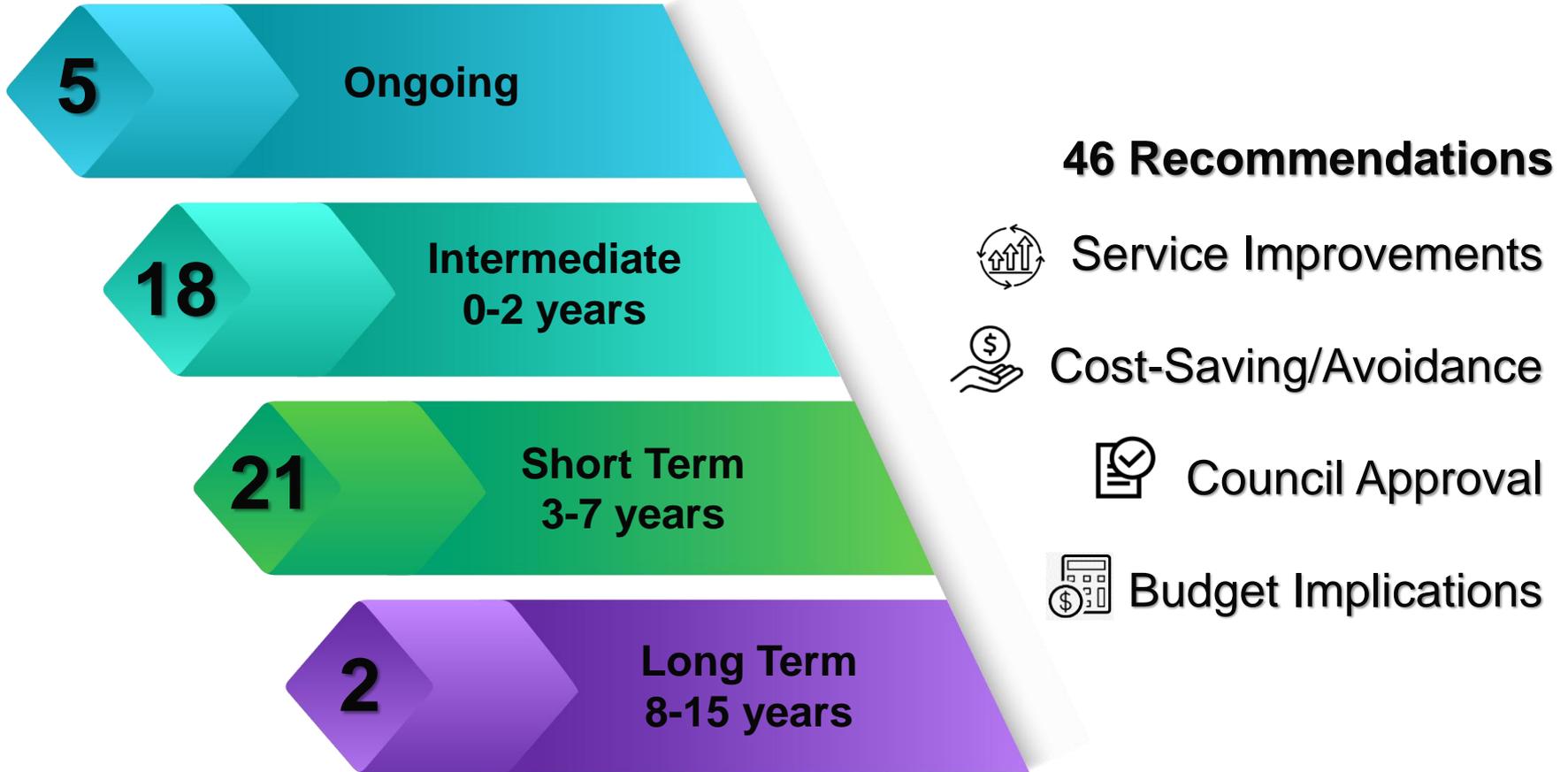
Engagement

CAOs, Treasurers, Fire Chiefs, Deputy Fire Chiefs, Officers, Firefighters, Committees, & Associations

Review

Summary of Fire Services Programs, identified opportunities for efficiencies & cost-sharing, and explored partnerships & shared services.

The Roadmap to Success



Stakeholder Engagement



1

IMMEDIATE

A County of Northumberland Fire Service Steering Committee is established and comprised of CAOs, Fire Chiefs, and Treasurers mandated to work together on expanding shared services.

.....

2

IMMEDIATE

The County of Northumberland Mutual Aid Association explore opportunities for utilizing technology to disseminate information for those firefighters who cannot attend the Mutual Aid meetings.

.....

3

IMMEDIATE

Each Department implements the process for developing a Fire Master Plan for their Municipality.

.....



Social Dynamics



1

IMMEDIATE

The Northumberland County Fire Chief's Association works with the Fire Service Steering Committee to increase firefighter engagement by developing programs that include, but are not limited to, face-to-face meetings, surveys and Town Halls on a routine basis, thereby providing a mechanism for feedback from stakeholders.

.....

2

IMMEDIATE

The Northumberland County Fire Chief's Association works with the Fire Service Steering Committee to develop a process to review and consider social dynamics that may affect stakeholders.

.....

Recruitment & Retention



1

SHORT TERM

The Northumberland County Fire Chief's Association work with the Mutual Aid Association to develop a Countywide Recognition Program.

.....

2

SHORT TERM

The Northumberland County Fire Chief's Association works with the Fire Service Steering Committee to develop long-term recruitment and retention strategies for volunteer or part-time firefighters across the Municipalities.

.....

Public Education & Code Enforcement



SHORT TERM

The Northumberland Fire Chief's Association work with the Fire Prevention Committee to develop an inventory of County Fire Prevention material that can be shared among the Departments and develop a policy of joint purchasing and the strategic locations for Public Educational storage materials.

.....



SHORT TERM

The Northumberland Fire Chief's Association work with the Fire Prevention Committee and the Fire Service Steering Committee to develop a proposal to be adopted by the Municipalities to hire a County Fire Inspector.

.....



Public Education & Code Enforcement



IMMEDIATE

The Northumberland Fire Chief's Association work with the Fire Prevention Committee to develop an enhanced Countywide program for hoarding and mental health issues that would include providing the necessary logistics while working with external stakeholders.

.....



IMMEDIATE

Before July 1, 2024, each Municipality conducts a Community Risk Assessment as per the new regulations.

.....



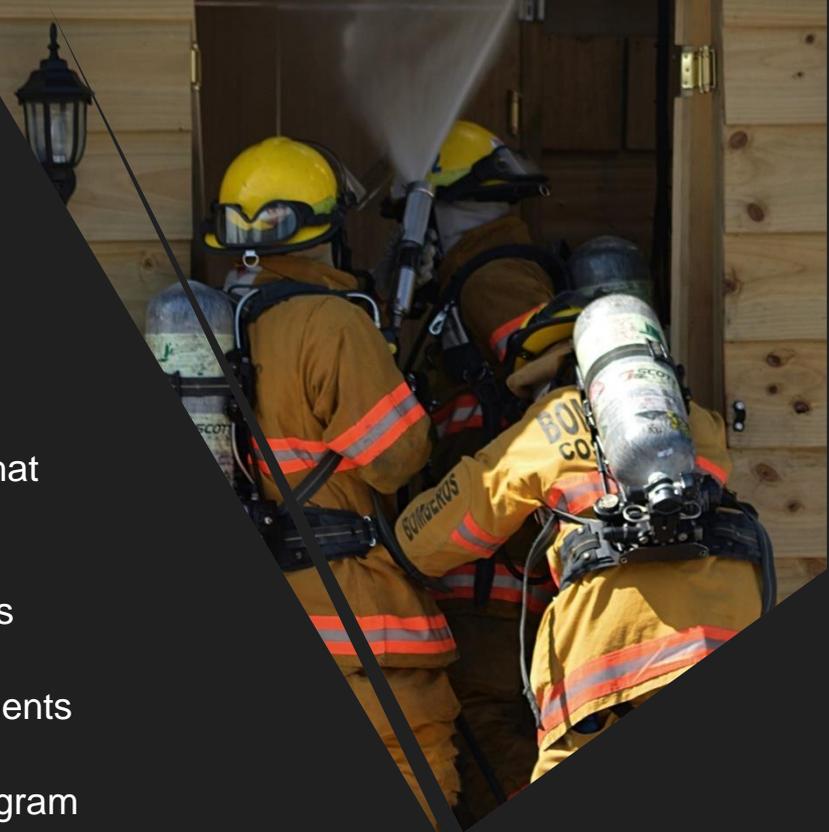
Training

1

SHORT TERM

The Northumberland County Fire Chief's Association, work with the Training Committee to:

- Establish a Countywide Recruit Training Program that all Departments participate in and support with instructors.
 - Develop an annual training program that establishes goals and expectations for the firefighters.
 - Develop specific SOGs for annual training requirements and signoffs.
 - Develop and formalize an Officer Development Program to ensure those placed in a Supervisory role are qualified and competent under the Ontario Health & Safety Act requirements for a “competent supervisor.”
 - Provide the opportunity for the Departments to conduct joint training together.
 - Establish the development of instructors that could be utilized across the Departments.
-



Training

2

ON-GOING

The Training Committee focuses on ensuring that the Recruit Training Program is successful and that the training needs and resources are provided to the Departments.

.....

3

LONG TERM

The Northumberland County Fire Chief's Association works with the Training Committee to complete a feasibility study on the creation of a Countywide training facility.

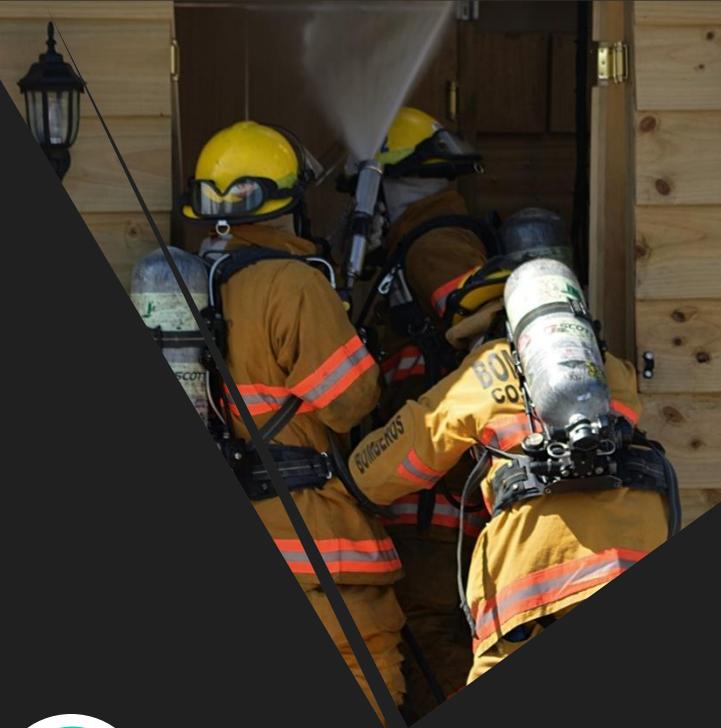
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4

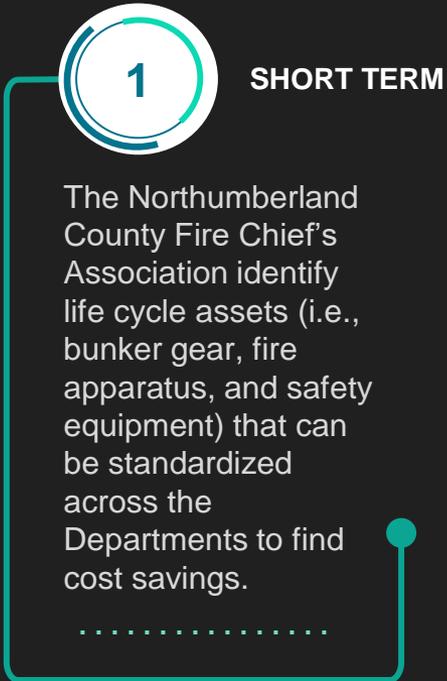
IMMEDIATE

The Northumberland County Fire Chief's Association work with the Training Committee to develop SOGs and training on the Accountability Program.

.....



Asset Management & Procurement



1 **SHORT TERM**

The Northumberland County Fire Chief's Association identify life cycle assets (i.e., bunker gear, fire apparatus, and safety equipment) that can be standardized across the Departments to find cost savings.

.....

This block contains a teal-bordered box with a circular icon containing the number '1' and the text 'SHORT TERM'. Below the icon is a paragraph of text describing the first step of the process, followed by a dotted line. A teal line connects the bottom of the box to the next step's box.

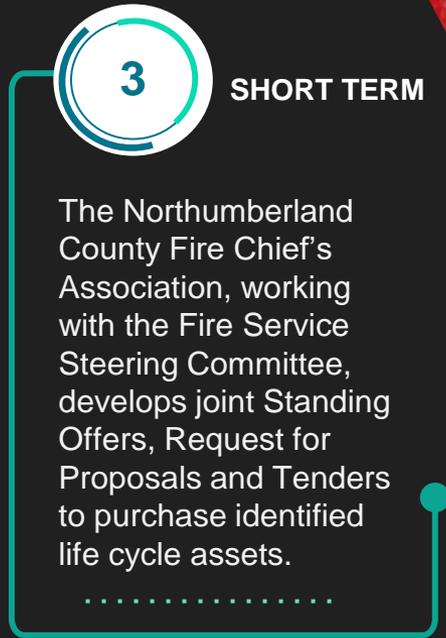


2 **SHORT TERM**

The Northumberland County Fire Chief's Association (based on the identified standard for life cycle assets) establish working groups with the mandate to develop a specification for all Departments to follow.

.....

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3 **SHORT TERM**

The Northumberland County Fire Chief's Association, working with the Fire Service Steering Committee, develops joint Standing Offers, Request for Proposals and Tenders to purchase identified life cycle assets.

.....

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Water Supply for Non-Hydrant Operations

1

IMMEDIATE

The Northumberland County Fire Chief's Association develop and adopt standard SOG's for Water Supply in Non-Hydrant areas.

.....

2

IMMEDIATE

The Northumberland County Fire Chief's Association adopt the three-phased approach water supply system for non-hydrant areas and budget to purchase the necessary equipment to participate in the program.

.....

3

ON-GOING

When Departments purchase new tankers, they will be required to have on-board pumps.

.....

4

SHORT TERM

The Departments that currently have tankers without pumping capacity provide for the installation of on-board plumbed portable pumps.

.....



Emergency Management

1

IMMEDIATE

A Fire Service Steering Committee develop the Countywide Emergency Management Program for all the Municipalities that would include a full-time resource to update, implement, and manage all the Emergency Management programs, including conducting HIRA's and CI reviews for each Municipality.

.....

2

IMMEDIATE

The Municipalities update their Emergency Response Plans to the provincially recognized Incident Management Systems Model.

.....



Technology

1

ON-GOING

The Northumberland County Fire Chief's Association finalize the radio communications project and develop standard SOGs on radio use to be adopted by all Departments.

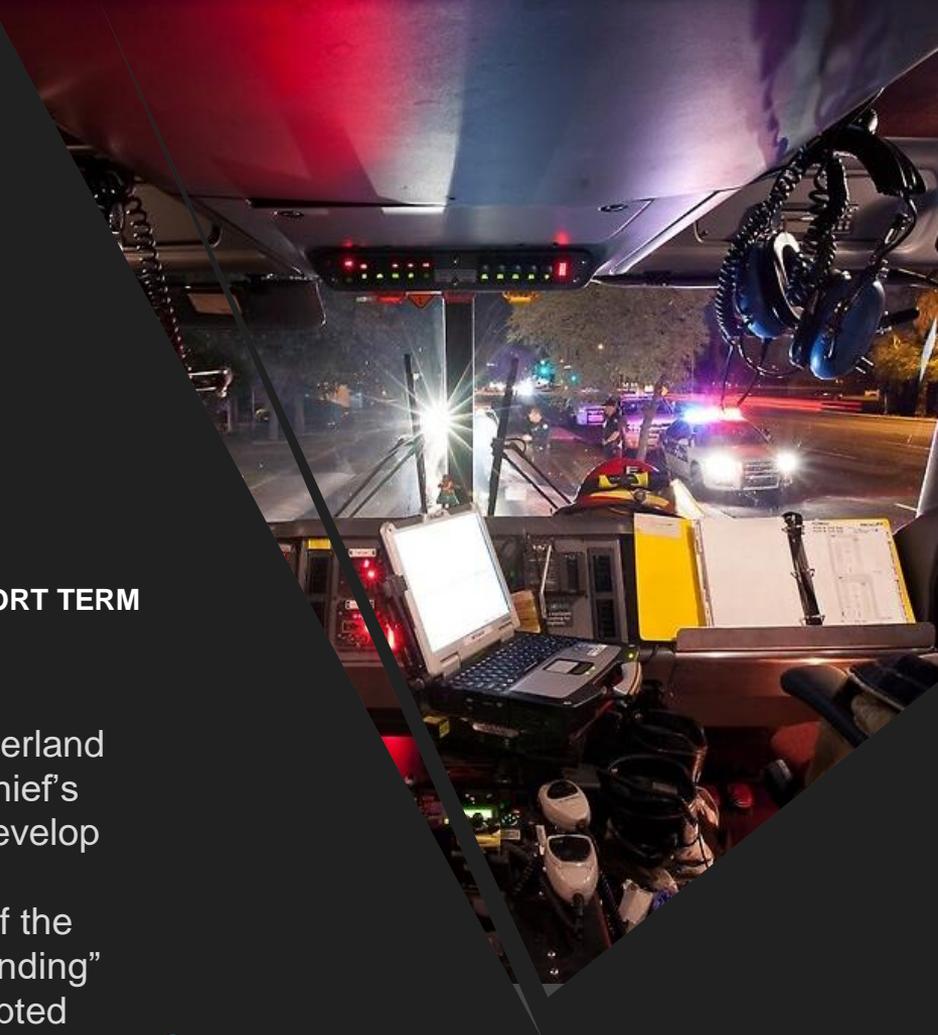
.....

2

SHORT TERM

The Northumberland County Fire Chief's Association Develop SOG's on the required use of the "Who's Responding" App to be adopted by all Departments.

.....



Technology

3

IMMEDIATE

The Northumberland County Fire Chief's Association develop standards and protocols, to better obtain the Effective Response Force, for the Dispatch Centre to automatically notify additional resources when the required number of firefighters are not responding based information received on the "Who's Responding" App.

.....

4

SHORT TERM

The Northumberland County Fire Chief's Association establish a Technology Committee that would look at all aspects of technology including the use of tablets for response vehicles or cell phones for firefighters.

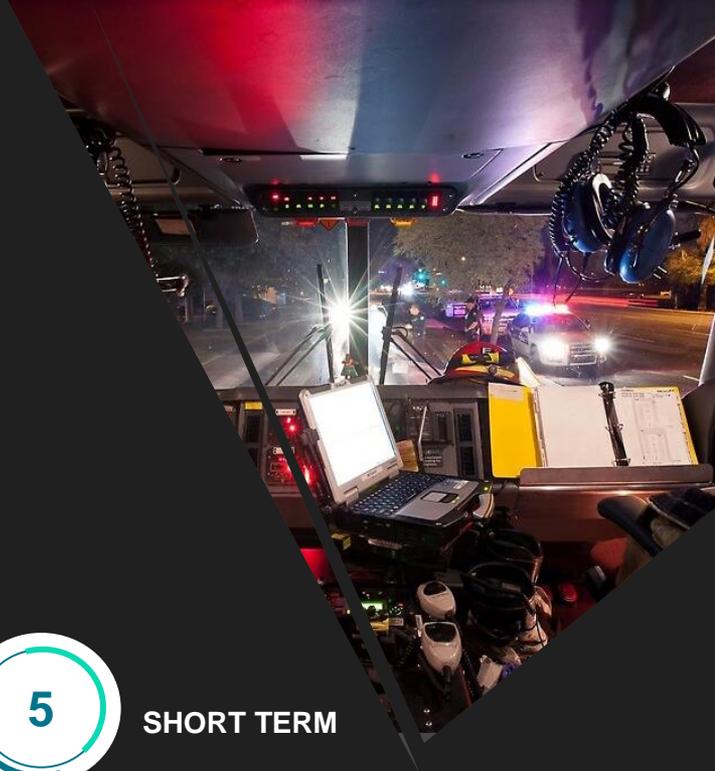
.....

5

SHORT TERM

The Northumberland County Fire Chief's Association complete a review of the use of Drone Technology that would increase the level of service to the Municipalities and would enhance the safety of firefighters.

.....



Specialized Services

1

IMMEDIATE

The Northumberland County Fire Chief's Associations formalize agreements (service level or automatic aid) to access specialized services within the Departments.

.....

2

SHORT TERM

The Northumberland County Fire Chief's Association determines the location of specialized services based on statistics and actual calls for service.

.....

3

SHORT TERM

All firefighters, at a minimum, are trained to the awareness level for Hazardous Materials, Trench, High/Low Angle, Confined Space and Water/Ice Rescue.

.....



Specialized Services

4

SHORT TERM

The Northumberland County Fire Chief's Association, after determining what specialized services will be required to be delivered across the Municipalities develop a strategic plan that outlines the specific location of the response teams, the training needed, and any agreements that must be developed and approved by Council.

.....

5

IMMEDIATE

The Northumberland County Fire Chief's Association designate two members to lead the Specialized Services Program and to develop working groups as required.

.....



Senior Administrative Staff

1

IMMEDIATE

The Northumberland County Fire Chief's Association conduct a working session(s) to review the responsibilities of each Chief Officer within the Departments to identify any duplication of services that could be shared and potential opportunities to manage current and future pressures.

.....

2

SHORT TERM

Councils and the Chief Administration Officers before hiring a Chief Officer, review with the Fire Service Steering Committee any potential to share a position between Municipalities or reallocate the FTE, due to a vacancy in the Chief Officers ranks, to solve an identified pressure.

.....

3

SHORT TERM

The Northumberland Fire Chief's Association develop an On-Call Chief's position that would have two Chief Officers on call for weeknights and weekends to support emergency incidents and the on-scene Incident Commander.

.....



Response Standards

1

SHORT TERM

The Northumberland County Fire Chief's Association work with the Fire Service Steering Committee to develop response standards for low, moderate, and high risk in different density areas using the effective response force model and submit to Council for approval.

.....

2

SHORT TERM

The Northumberland County Fire Chief's Association work with the County of Northumberland's GIS department to develop response areas to find the closest station response and automatic aid for structure fire calls, based on road networks and road speed.

.....



Response Standards

3

INTERMEDIATE

The Northumberland County Fire Chief's Association establishes a Compliance Committee that would develop a process to improve the standardization of collecting data and conduct regular quality assurance (QA) on data used to set responses and ERF.

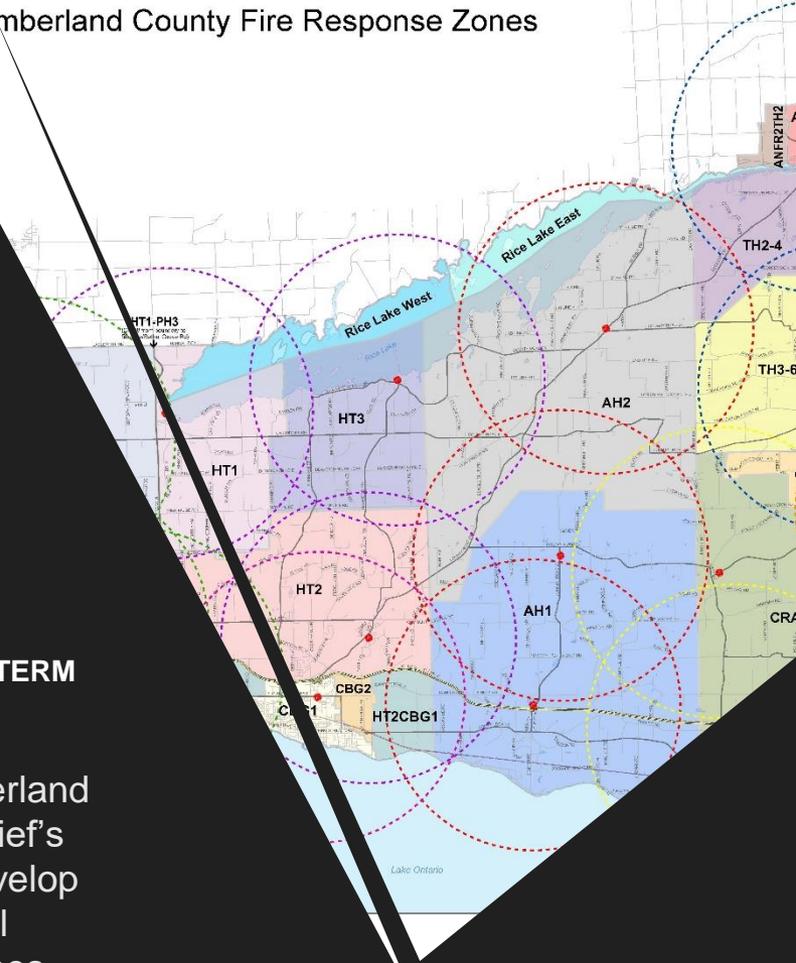
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4

SHORT TERM

The Northumberland County Fire Chief's Association develop standard critical tasks set up times based on their local abilities.

.....



EFR Implementation

1

LONG TERM

The Northumberland County Fire Chief's Association develop policies that would allow for cross-border firefighters.

.....

2

IMMEDIATE

The Northumberland County Fire Chief's Association works with the Fire Service Steering Committee to develop a policy that would allow firefighters to respond to an emergency call while working for the Municipality. This policy would then be presented to all Councils for consideration and adoption.

.....



EFR Implementation



ON-GOING

Municipalities consider building a new fire station would solicit input from the Fire Service Steering Committee before choosing a location.

.....



IMMEDIATE

The Northumberland County Fire Chief's Association work with the Fire Coordinators to develop SOGs for the Dispatch Centre to automatically call for Mutual Aid for station coverage or response to the scene.

.....





Working Together to Bring About Success

Be part of the tradition.
Be part of the community.
Be part of the solution.





QUESTIONS?

THANK YOU